

RESPONSE TO THE CEC'S FAQ

As we head into the strike vote, it's important for faculty to recognize that the CEC's most recent FAQ document is intended to intimidate faculty and convince them that their voice does not matter. Do not listen: your voice matters. Threats aside, **a strong strike mandate signals to the employer that faculty stand behind their demands and support the Bargaining Team.**

A strong strike mandate is the only means to effectively respond to further escalation from the CEC— e.g. their promised imposition of terms and conditions. The CEC knows this, which is why it is trying to convince faculty not to vote 'yes'. The CEC does not want faculty to have a means of responding to what it intends to do.

The faculty Team has made clear the importance and the implications of a strike mandate.

The CEC states the CAAT-A bargaining team has publicly stated that giving them a strike mandate will not lead to a strike. In fact, the faculty Team has stated no such thing. It *has* stated that a strike mandate does not *automatically mean* there will be a strike. It has also publicly stated that **it will first pursue other labour actions, such as work-to-rule**, and that a strike is a last resort. The CEC points out that the 2017 strike vote resulted in a strike. True. 13 previous strike votes in the history of the Ontario College system resulted in 3 other strikes.

There is nothing unreasonable about faculty demands, yet the CEC claims they 'cannot ever' be agreed to.

This is obvious hyperbole meant to distract from the fact that **the Colleges simply do not want to bargain meaningful change.** For decades, faculty have had to fight for their reasonable concerns to be addressed. The Colleges have traditionally resisted any attempts at progress. But solidarity in past rounds has resulted in needed progress nonetheless.

We should also ask: Why can't the Colleges ever agree to these modest proposals for improvements to faculty working conditions and student learning conditions?

The CEC has failed to explain why they cannot agree to proposals as simple as:

- Up to 1.8 additional minutes per student for weekly evaluation and feedback
- Additional time for online teaching as needed, following discussion with your manager
- Bridged benefits for partial load faculty between semesters with a written offer of future employment (and paid for by the faculty member)
- Faculty permission needed for the sale or sharing of the course materials they produce
- Meaningful dispute resolution mechanisms in agreed-to subcommittees

The CEC is trying to scare faculty by suggesting that a strike mandate will permit a rogue bargaining Team to do whatever it wants.

The whole point of the strike vote—and the provincewide meetings—is to consult with the membership and confirm their support. Furthermore, even after the strike vote, the Team will continue to consult with Local Presidents and the Bargaining Advisory Committee (which includes members from each college Local) at every step.

The CEC has made it clear that it will impose terms and conditions.

The terms it states it will impose as of Monday, Dec. 13 include an ‘update’ to the counselor class definition that would allow the Colleges to contract out counsellor work. This directly contradicts the CEC’s claim that it won’t impose terms and conditions that negatively impact faculty.

The CEC continues to repeat that ‘strikes start with strike votes’. But what actually starts a strike is the employer’s continued refusal to acknowledge the legitimate concerns and needs of its employees.

In this light, the CEC’s threat to ignore the collective voice of faculty is reckless and counterproductive.

A ‘yes’ vote in the Dec. 9th -11th is your opportunity to ensure that the voice of educators is heard. Do not let the CEC’s threats and scare-tactics dissuade you from standing up and demonstrating your support for a stronger College system for faculty and students.